

Local 301 Membership Meeting

Date/Time: Tuesday August 13, 2024, 12:05 pm,

Location: Microsoft Teams

Called to order: 12:05 pm

Meeting Leader: Local 301 President Brett Nagle

Attendees: 69

1. Introductions and welcome everyone to the meeting

- Local 301's Executive Team:
 - President: Brett Nagle
 - Regional Director: Mark Snyder
 - Vice President: Shanna Schmitt
 - Treasurer: Leya Charles
 - Membership Secretary: Chuck Krueger
 - Secretary: Michelle Belmont
 - Regional Steward Director: Anne Claflin
 - Chat Monitor this month: Kaity Taylor

2. Announcements

- a. Michelle Belmont Introduction as Secretary
- b. Our monthly donation for August is the [Minnehaha Food Shelf](#)
- c. Tuesday, Aug 20 Pizza - Lower level conference room from Pizza Luce. Please come!
- d. MAPE Discord Group – reach out to Barbara Monaco monacoba@gmail.com to join.
- e. Let us know of any life events so we can show our support.
- f. Need for a Region 3 Negotiations Representative – reach out to [Shanna Schmitt](#) if interested (currently no PCA staff on the team)
- g. [Primary Election Day](#) in Minnesota is Today.
- h. Local 301 elections coming up this fall: President, VP, Secretary, Treasurer, Membership Secretary. New terms start January 2025.
- i. Brett Nagle announces that he is not seeking another term as President.

3. Budget Update

- Local Budget Motion Vote is needed for line-item change

- Vote on stipends for local officers was approved by the membership, but we didn't vote to update the budget.
- Stipend limited to \$480 max per calendar year.
- Hopeful that this will aid in recruiting members to serve as officers.
- Proposal from Leya Charles, treasurer, to take from the membership drives the budget as we have not been utilizing those funds.
 - Motion proposed by Brett Nagle
 - Motion seconded by Charity Fretty
 - Discussion
 - *How is this paid out?* A local office sends a form through MAPE Central. Paid out annually.
 - *How would this money be accounted for tax purposes?* It is taxable income.
 - Next year's budget would have this in place. It would be approved with the entire budget.
 - Verbal Vote
 - Motion ruling has passed

4. Membership Committee Update

- Chuck Krueger, Chair
- 74% members
- New members: Lucy Trotter, Ashley Lushinsky
- Get your MAPE swag from Chuck, 5th floor corner by the gas station.

4. ES and EC Series

- Kaity Taylor - Recent salary range reassignment discussion
- As of July 31, Environmental Specialist and Environmental Consultant staff received a range bump in the compensation grid. New range minimum and maximums and level numbers available.
- This change does not result in an immediate increase in pay, unless:
 - your current salary is below the minimum of new range
 - you have been at the maximum of the previous step range for more than a year, then you are eligible for a delayed progression (the "oops sorry!") increase. There will not be back pay.
- If so, you should have gotten an additional wage notice from HR. Reach out to HR if you have not.

- Your anniversary date remains your anniversary date even if you are getting a bump now.
- Who initiated this change? HR and the Commissioner's Office were technically the initiators of this study to address inequities. Behind the scenes, MAPE's work on pushing for incentives for retention includes pay likely influenced the decision for the study.
- MAPE did not find out about the change ahead of the public release.
- MAPE intends to use this momentum to continue to address more inequities and wage adjustments.
- If interested in working toward these kinds of issues, consider applying to be a Region 3 Negotiation Representative.
- [HR FAQ on Lorax](#), and an [MMB toolbox](#) on how they could potentially conduct any range reassignment.
- Feel free to reach out to [Kaity Taylor](#) with further comments and discussion.

5. MPCA Meet & Confer Update

- Kaity Taylor, Chair of MPCA Meet and Confer
- Last meeting with Commissioner was on June 18. Next meeting in September.
- Supplemental Bargaining is coming up
- Submit any questions to the Commissioner's Office for our next meeting to [Kaity](#).

6. BWSR Meet & Confer Update

- Melissa King, chair
- No update

7. Stewards Update

- Anne Claflin, regional steward director for Region 3
- Join the stewards! [Training opportunities](#) Aug 23, Oct 25, Dec 13. Lost time is paid by MAPE, if vacation time is used to attend.
- Stewarding: how to help your coworkers, how to work with supervisors, how to position yourself well and advocate for yourself, and any other contract issues.

8. Board of Directors Update

- Skipped for time. Ask Mark to go over next month, along with a statewide MAPE budget walk thru.

9. Attendance Prize Drawing

- 4 \$25 gift cards for local businesses to attendees of this meeting
- Recommend businesses to [Chuck Krueger](#)
- Winners for the gift certificates this month:
 - Andrew Carrollo
 - Lauren Dickerson
 - Josephine Hartung
 - Mike Schulte

Meeting Adjourned: 1:00 pm
Meeting Secretary: Michelle Belmont
Next Meeting Date/Time: Tuesday, August 13, 2024 at 12:05 pm